

# Jesus Multiplies His Ministry

## MARK 1:17-19

As Jesus passed along the Sea of Galilee, he saw Simon and his brother Andrew casting a net into the sea—for they were fishermen. **17** And Jesus said to them, “Follow me and I will make you fish for people.” **18** And immediately they left their nets and followed him.

## MARK 1:35-38

In the morning, while it was still very dark, he got up and went out to a deserted place, and there he prayed. **36** And Simon and his companions hunted for him. **37** When they found him, they said to him, “Everyone is searching for you.” **38** He answered, “Let us go on to the neighboring towns, so that I may proclaim the message there also; for that is what I came out to do.” **39** And he went throughout Galilee, proclaiming the message in their synagogues and casting out demons.

## MARK 4:10-13, 24-25

When he was alone, those who were around him along with the twelve asked him about the parables. **11** And he said to them, ‘To you has been given the secret of the kingdom of God, but for those outside, everything comes in parables; **12** in order that “they may indeed look, but not perceive, and may indeed listen, but not understand; so that they may not turn again and be forgiven.”’ **13** And he said to them, ‘Do you not understand this parable? Then how will you understand all the parables?...’ **24** And he said to them, ‘Pay attention to what you hear; the measure you give will be the measure you get, and still more will be given you. **25** For to those who have, more will be given; and from those who have nothing, even what they have will be taken away.’

## MARK 6:6-13, 30

Then he went about among the villages teaching. **7** He called the twelve and began to send them out two by two, and gave them authority over the unclean spirits. **8** He ordered them to take nothing for their journey except a staff; no bread, no bag, no money in their belts; **9** but to wear sandals and not to put on two tunics. **10** He said to them, ‘Wherever you enter a house, stay there until you leave the place. **11** If any place will not welcome you and they refuse to hear you, as you leave, shake off the dust that is on your feet as a testimony against them.’ **12** So they went out and proclaimed that all should repent. **13** They cast out many demons, and anointed with oil many who were sick and cured them. ... **30** The apostles gathered around Jesus, and told him all that they had done and taught.

## MATTHEW 28:18-20

And Jesus came and said to them, “All authority in heaven and on earth has been given to me. **19** Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, **20** and teaching them to obey everything that I have commanded you. And remember, I am with you always, even to the end of the age.”



What do you notice about the progression of these passages? What changes? What remains the same?

INTERVARSITY®

LEADING  
EDGE

# Leadership Styles for Leadership Development

		TASK FOCUS	
		Follower participates in defining direction and significantly accomplishes the task.	Leader defines direction and is significantly involved in accomplishing the task.
RELATIONSHIP FOCUS	Leader's relationship with the follower is a crucial component of task focus and accomplishment	<p>3. <input type="text"/> The leader supports and encourages the follower's lead toward progress and accomplishment of the task.</p> <p>Leader: <input type="text"/> the task but relationally available.</p> <p>Follower: <input type="text"/> but unwilling or insecure.</p>	<p>2. <input type="text"/> The leader explains choices and decisions and provides opportunity for clarification.</p> <p>Leader: <input type="text"/> on the task and relationally available.</p> <p>Follower: <input type="text"/> but willing or confident.</p>
	Leader's relationship with the follower is not a crucial component of the accomplishment of the task	<p>4. <input type="text"/> The leader entrusts responsibility for both the plans and their implementation toward the accomplishment of the task.</p> <p>Leader: <input type="text"/> on the task and relationally more distant.</p> <p>Follower: <input type="text"/> willing and confident.</p>	<p>1. <input type="text"/> The leader makes clear invitation into the task / goal and provides specific instructions regarding its accomplishment.</p> <p>Leader: <input type="text"/> but clear.</p> <p>Follower: <input type="text"/> and unwilling or insecure.</p>

**Implications:**

1. No one leadership style is best for every person, or for every person at all times. Every leader must have capability to lead in all four types of styles.
2. The same follower can be in quadrant four in one area (capably taking on delegated responsibility) and in quadrant one (needing close direction and hands-on guidance) in another area at the same time.
3. Timescales vary. This process can take multiple years, one year, a month, a few days, or 90 minutes, depending on the context.
4. Follower: can be a single individual or a team. Different team members may be ready for a different leadership style from us than others on the same team.
5. We must understand our own preferred style of leadership, and find ways to benefit from our tendencies without stunting the growth of people or teams we lead.

**For Reflection:**

1. Consider your own experience of leadership. Which of the four styles of leadership is your preferred style? Which of the four is most difficult for you?
2. Consider the people you lead in the context of the task/s toward which you work. Where are they on the development cycle? How can you make steps to help them move along the cycle?

# Jesus Multiplies His Ministry

## MARK 1:17-19

As Jesus passed along the Sea of Galilee, he saw Simon and his brother Andrew casting a net into the sea—for they were fishermen. **17** And Jesus said to them, “Follow me and I will make you fish for people.” **18** And immediately they left their nets and followed him.

## MARK 1:35-38

In the morning, while it was still very dark, he got up and went out to a deserted place, and there he prayed. **36** And Simon and his companions hunted for him. **37** When they found him, they said to him, “Everyone is searching for you.” **38** He answered, “Let us go on to the neighboring towns, so that I may proclaim the message there also; for that is what I came out to do.” **39** And he went throughout Galilee, proclaiming the message in their synagogues and casting out demons.

## MARK 4:10-13, 24-25

When he was alone, those who were around him along with the twelve asked him about the parables. **11** And he said to them, ‘To you has been given the secret of the kingdom of God, but for those outside, everything comes in parables; **12** in order that “they may indeed look, but not perceive, and may indeed listen, but not understand; so that they may not turn again and be forgiven.”’ **13** And he said to them, ‘Do you not understand this parable? Then how will you understand all the parables?...’ **24** And he said to them, ‘Pay attention to what you hear; the measure you give will be the measure you get, and still more will be given you. **25** For to those who have, more will be given; and from those who have nothing, even what they have will be taken away.’

## MARK 6:6-13, 30

Then he went about among the villages teaching. **7** He called the twelve and began to send them out two by two, and gave them authority over the unclean spirits. **8** He ordered them to take nothing for their journey except a staff; no bread, no bag, no money in their belts; **9** but to wear sandals and not to put on two tunics. **10** He said to them, ‘Wherever you enter a house, stay there until you leave the place. **11** If any place will not welcome you and they refuse to hear you, as you leave, shake off the dust that is on your feet as a testimony against them.’ **12** So they went out and proclaimed that all should repent. **13** They cast out many demons, and anointed with oil many who were sick and cured them. ... **30** The apostles gathered around Jesus, and told him all that they had done and taught.

## MATTHEW 28:18-20

And Jesus came and said to them, “All authority in heaven and on earth has been given to me. **19** Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, **20** and teaching them to obey everything that I have commanded you. And remember, I am with you always, even to the end of the age.”



What do you notice about the progression of these passages? What changes? What remains the same?

- Jesus' purpose is constant from the very beginning: he wants to multiply his ministry in his disciples...
- First passage: directive style. He tells them what to do. They either get on board or they don't.
- Second passage: Jesus invites them in a little more, telling them what he's doing and why. But he isn't taking his cues from Peter's vision for Jesus' life and plans.
- Third passage: He tells them more about his strategy, and he coaches them on how they will gain understanding.
- Fourth passage: He sends them on a short-term assignment, with specific instructions but beyond that freedom to fail or succeed on their own.
- Fifth: They are fully ready to take the gospel and preach it to the world. They have received everything they have from Jesus and now can multiply his ministry in others, using both his teachings and his methods.

INTERVARSITY®

LEADING  
EDGE

# Leadership Styles for Leadership Development

		TASK FOCUS	
		Follower participates in defining direction and significantly accomplishes the task.	Leader defines direction and is significantly involved in accomplishing the task.
RELATIONSHIP FOCUS	Leader's relationship with the follower is a crucial component of task focus and accomplishment	<p>3. <b>Supporting Behavior</b> The leader supports and encourages the follower's lead toward progress and accomplishment of the task.</p> <p>Leader: <b>Disengaging</b> the task but relationally available.</p> <p>Follower: <b>Able</b> but unwilling or insecure.</p> <p>Participating, Encouraging, Collaborating, Committing</p>	<p>2. <b>Coaching Behavior</b> The leader explains choices and decisions and provides opportunity for clarification.</p> <p>Leader: <b>Engaging</b> on the task and relationally available.</p> <p>Follower: <b>Unable</b> but willing or confident.</p> <p>Selling, Explaining, Clarifying, Persuading</p>
	Leader's relationship with the follower is not a crucial component of the accomplishment of the task	<p>4. <b>Delegating Behavior</b> The leader entrusts responsibility for both the plans and their implementation toward the accomplishment of the task.</p> <p>Leader: <b>Disengaged</b> on the task and relationally more distant.</p> <p>Follower: <b>Able</b> willing and confident.</p> <p>Observing, Monitoring, Fulfilling</p>	<p>1. <b>Directing Behavior</b> The leader makes clear invitation into the task / goal and provides specific instructions regarding its accomplishment.</p> <p>Leader: <b>Inviting</b> but clear.</p> <p>Follower: <b>Unable</b> and unwilling or insecure.</p> <p>Telling, Guiding, Establishing</p>

### Implications:

1. No one leadership style is best for every person, or for every person at all times. Every leader must have capability to lead in all four types of styles.
2. The same follower can be in quadrant four in one area (capably taking on delegated responsibility) and in quadrant one (needing close direction and hands-on guidance) in another area at the same time.
3. Timescales vary. This process can take multiple years, one year, a month, a few days, or 90 minutes, depending on the context.
4. Follower: can be a single individual or a team. Different team members may be ready for a different leadership style from us than others on the same team.
5. We must understand our own preferred style of leadership, and find ways to benefit from our tendencies without stunting the growth of people or teams we lead.

### For Reflection:

1. Consider your own experience of leadership. Which of the four styles of leadership is your preferred style? Which of the four is most difficult for you?
2. Consider the people you lead in the context of the task/s toward which you work. Where are they on the development cycle? How can you make steps to help them move along the cycle?

